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Title: **Union Free School District No. 15 and Association of Lawrence Administrators (2006)**

Employer Name: **Union Free School District No. 15**

Union: **Association of Lawrence Administrators**

Local:

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AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
of the
UNION FREE SCHOOL DISTRICT NO. 15
and
THE ASSOCIATION OF LAWRENCE
ADMINISTRATORS

July 1, 2006 – June 30, 2010

RECEIVED

DEC 19 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I - RECOGNITION

A. The Board of Education of the Union Free School District No. 15, Town of Hempstead (hereinafter, the "District"), hereby recognizes the Association of Lawrence Administrators as the exclusive representative of the Principals, Assistant Principals, Curriculum Directors, Director of Music, Director of Art, Director of Physical Education, Health and Athletics, Director and Supervisors of Pupil Personnel Services, Director of Instructional Technology and Dean of Students. Such recognition is extended for the maximum period provided by law and the Unit shall exclude all Central Office administrative and supervisory personnel and other employees of the District.

B. The Association shall not engage in a strike and shall not cause, instigate, encourage or condone a strike.

ARTICLE II - NEGOTIATIONS PROCEDURES

A. Initiating Negotiations

1. Upon a request of either party to open negotiations for a successor Agreement, a mutually acceptable meeting date shall be set not more than fifteen (15) school days following such request; such request shall be made not earlier than November 15, nor later than December 15, of the final year of this Agreement.

2. All issues proposed for discussion shall be submitted in writing by the Association to the Districts delegated representatives at the first meeting. The District shall submit in writing to the Associations representatives all additional issues upon which it wishes to negotiate not later than fifteen (15) school days following the first meeting.

B. Procedures

1. The Districts designated representatives will meet with representatives designated by the Association for the purpose of discussion in an effort to reach common understanding and agreement.

2. Meetings shall be held at mutually acceptable times and places, and shall be held at a time other than during the regular school day.

3. Each party shall make available to the other reasonable requests for information within its possession which is not of a privileged nature and which is relevant to the subject under consideration.

4. The parties agree that during the period of negotiations and prior to reaching an agreement or declaration of impasse, the proceedings of negotiations shall be held confidential and no release of information shall be issued without the prior approval of both parties.

5. The parties may utilize consultants to appear at negotiations sessions, such appearances, however, to be limited to the subject and/or area under discussion at that time.

6. When a total agreement is reached by the negotiating teams, such agreement shall be reduced to writing as a memorandum of understanding and submitted to the Association and the Board of Education for ratification.

ARTICLE III - PROFESSIONAL DUES DEDUCTION/AGENCY FEE

A. Dues Deduction

1. The District agrees to deduct from the salaries of unit employees covered by this Agreement dues for the Association as said employees individually and voluntarily authorize in writing on a form provided by the District.

2. The Association shall certify to the District in writing the current rates of any dues to be deducted. The District shall be given thirty (30) days written notice prior to the effective date of any change in the rate of membership dues.

3. Deductions referred to in Section A above shall be made in the following manner:

The total annual membership dues for the Association as certified shall be deducted in equal dollar installments for the school year, beginning not later than forty five (45) days following October 1. No later than October 1, the Association shall provide the District with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the District to deduct dues.

The District shall transmit all dues collected to the Association on a monthly basis.

B. Agency Fee

1. The Lawrence Public schools agree to deduct an agency fee from the salaries of non-member unit employees for the Association of Lawrence Administrators and its affiliates, and to transmit such monies to the Association of Lawrence Administrators.

2. Deductions referred to in Section B.1 above shall be made in the following manner:

No later than October 1, the Association shall forward to the District, a list of non-members and employees for whom an agency fee is to be deducted. An agency fee in the amount of the total membership dues, as certified, shall be deducted in equal dollar installments for the school year not later than forty-five (45) days following October 1.

3. The District shall transmit all agency fees collected to the Association of Lawrence Administrators in accordance with the payroll schedule issued by the Assistant Superintendent for Business.
4. The Association of Lawrence Administrators By-Laws relating to Agency Fee Dues Refund shall not be altered during the life of this Agreement.

C. General Release

1. The Association, in its own behalf, and on behalf of each administrator authorizing dues deductions hereby releases the District, its officers, agents and employees from any and all liability and responsibility whatsoever for the use or application of dues or monies deducted for savings after such monies have been deducted and remitted.
2. The Association agrees to save and hold harmless the District from all cost, expense, damages, costs and attorneys fees that may accrue as a result of this Article by reason of any claim(s) or suit(s) brought against the District by any employee in this unit of representation aggrieved by the implementation of the agency fee provision. The Association will participate in all legal actions or proceedings brought which relate to the agency fee provision to the fullest extent possible. Representation of the Association by attorneys retained by the Council of Administrators and Supervisors and/or direct participation by said Association will be deemed as fulfilling the conditions of this paragraph.

ARTICLE IV - SALARY

A. Salary Schedules

1. Effective July 1, 2006, the 2006/07 salary schedule shall be increased by 2.75 percent.
Effective July 1, 2007, the 2007/08 salary schedule shall be increased by 2.75 percent.
Effective July 1, 2008, the 2008/09 salary schedule shall be increased by 2.75 percent.
Effective July 1, 2009, the 2009/10 salary schedule shall be increased by 2.95 percent.

2. Effective with the 2001-2002 school year, a longevity payment of \$750 shall be paid for 20, 25 and 30 years of Lawrence School District service. Unit members who are in receipt of a Doctorate Degree from an accredited university shall receive an additional salary stipend of \$1,350 per year effective the July 1 after such a degree is granted. Appropriate evidence of the granting of such degree shall be submitted to the District within eight (8) weeks of the awarding of the degree.

B. General Provisions

1. The Superintendent of Schools shall have the right to withhold part or all of a unit members scheduled salary increase or step increment due to unsatisfactory performance. The unit member will be notified of the Superintendents determination no later than July 15 of the year in which salary is to be withheld. The Superintendents determination under this provision shall not be subject to review under the grievance procedures of this Agreement.

ARTICLE V - SALARY PAYMENT PERIODS

Members of the administrative and supervisory unit who are employed on an eleven-month basis will normally receive twenty-four (24) checks per year. Members of the unit who are employed on a ten-month basis will receive salary checks twenty (20) times each year for the months of September through June.

Normally, checks will be issued on a semi-monthly basis in accordance with a schedule developed by the Business Office. Staff members will be informed by an annual schedule of pay days to be prepared and issued in September.

ARTICLE VI - BENEFITS

A. Health Insurance

1. The current group State Health Program, or its equivalent, will be made available to members of the unit on an individual or family basis, subject to regulations and conditions established by the insurance carrier. For the following periods, the District share and the employee share of the premium cost for the statewide individual or family plan shall be as indicated:

July 1, 2006 to June 30, 2007

District 79%	Employee 21%
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July 1, 2007 to June 30, 2008

District 78%	Employee 22%
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July 1, 2008 to June 30, 2009

District 77% Employee 23%

July 1, 2009 and thereafter

District 77% Employee 23%

In addition to the foregoing, any annual increases in premium cost for Health Insurance above 15% shall be paid 100% by any employee hired after January 21, 2004.

2. Members of the unit who withdraw from the District=s health insurance plan during the life of this Agreement because of alternate comparable coverage shall receive \$500 if they were covered by the family plan, and \$300 if they were receiving individual coverage, provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve (12) month period. Nothing contained herein shall preclude a member from re-entering the plan within the twelve (12) month period, provided, however, that in the case of a member who re-enters within the twelve (12) month period, no payment shall be made. After the twelve (12) month period, such member may re-enter the plan only if he/she is no longer covered by the alternate comparable coverage.

3. Members who have withdrawn from the health insurance plan and receive the bonus may apply for re-entry effective July 1 of any year by notifying the Personnel Office no later than January 15 of that year and by filing re-entry papers no later than March 1, so that the waiting period will be completed by July 1; provided, that re-entry shall be subject to carrier rules.

4. Health insurance shall be continued into retirement for unit members with eight (8) or more years of service with the Lawrence Public Schools. For such retired unit members the District shall pay 50% of the total premium for individual coverage and 35% of the total premium for family coverage.

B. Dental Insurance

The current group dental program, or its equivalent, will be made available to full-time members of the unit on an individual or family basis, subject to regulations and conditions established by the insurance carrier.

The District will pay 85% of the premium cost for the individual plan and 85% of the premium cost for the family plan.

C. Life Insurance

A group term life insurance in the amount of \$200,000 will be available to the members of the unit, subject to regulations and conditions established by the carrier. The District will pay 100% of the premium cost for the plan.

D. Tax Sheltered Annuity Program

Members of the professional staff will be eligible to join a tax-sheltered annuity program in the Lawrence Public Schools. The Board will authorize annuities for staff members in accordance with provisions of Section 403 (B) of the Internal Revenue Code of 1954 as amended. Applications from staff members for agreement with the School District for reductions in contract salary will be submitted to and approved by the Assistant Superintendent for Business. Such agreement will specify the reductions in contract salary desired by the individual staff member, the amount of such reduction to be remitted to the company specified by the employee for the purpose of purchasing a non-forfeitable annuity or annuity account qualifying for the purpose of Section 403 (B). Any company wishing to participate in the program must be licensed in the State of New York, sign a hold-harmless agreement provided by the Board of Education, have a minimum of five applications from members of the unit (approved by the company and accepted by the employee) and agree to provide a master monthly billing to the School District.

The Association of Lawrence Administrators shall have the responsibility of informing unit members of all information about and requirements for participation in this tax-sheltered annuity program.

Any individual joining any annuity plan must commit her/himself to membership in that plan for no less than one calendar year. An employee who elects to discontinue contributions to a Tax-Sheltered Annuity Program will not be permitted to enter (re-enter) a plan until January 1 of any year. The District will only accept changes in carrier or contribution rate effective for September 1 of January 1 of each year.

The District shall permit exercise of both "Catch-up" or "year of separation from service" elections, as defined by Internal Revenue Service regulations, for employees who can substantiate their eligibility.

All applications and the completion of required forms must be submitted to the Payroll Department not later than thirty (30) days prior to the effective commencement date of the annuity plan.

E. Payment for Unused Accumulations of Sick Leave

All existing accumulations of sick leave as contained in the records of the District Personnel Office up to a maximum of two hundred (200) days as at June 30, 2003, shall be paid for by the

District to the unit member entitled thereto at the rate of One Hundred Thirty (\$130.00) Dollars per day as follows:

- a.) Twenty-five (25%) percent of total individual accumulations within sixty (60) days after the date of this Contract; and
- b.) Seventy-five (75%) of such total individual accumulations upon retirement from District service under the New York State Teachers Retirement System.

There shall be no further accumulation of sick leave after June 30, 2003.

ARTICLE VII - WORK YEAR

A. Work Year

All unit members covered under this contract will work an eleven-month schedule.

The work year for all employees represented by the unit is defined as follows:

1. Ten (10) Month Positions: A ten (10) month position covers the teacher work year, plus the work days from September 1 through the opening of school and from the closing of school in June through June 30.
2. Eleven (11) Month Positions: An eleven (11) month position consists of a ten (10) month position as defined above, plus twenty (20) days worked between July 1 and August 31, as approved by the Superintendent of Schools. For the 2003/2004 school year an additional day shall be worked; for the 2004/2005 school year an additional three (3) days (for a total of four) shall be worked; and for the 2005/2006 school year an additional day (for a total of five) shall be worked. These additional days may be worked either over the summer or during the school year upon the approval of the unit member's direct supervisor.
3. School Calendar Year Vacations: During the school calendar year, unit members shall be entitled to the same vacation periods as provided for teachers.
4. Additional Work Assignments: Except as otherwise provided above, if an administrator or supervisor is assigned by the Superintendent to work any vacation period during the school calendar year and/or during the summer, he/she shall receive vacation time equal to work time or be paid at the rate of 1/200th (ten (10) month employees) or 1/220th (eleven (11) month employees) of his/her base salary, such option to be made at the discretion of the Superintendent.

B. School Calendar

Each year during the life of the Agreement, the Association may select one (1) representative to serve on the District Calendar Committee in the development of a recommended school calendar.

ARTICLE VIII - ABSENCE WITHOUT LOSS OF PAY

A. Personal Illness

1. As of July 1, 2003, each unit member shall be permitted unlimited sick leave for any personal illness incurred during the term of employment. All days of absence not covered in these regulations will result in a salary deduction at the rate of 1/200th (ten (10) month employees) or 1/220th (eleven (11) month employees) of the employee's annual salary for each day of unexcused absence. When an employee is absent due to illness for more than ten (10) consecutive days, or if there is a recurring illness, then the District may require a statement, affidavit or certificate in respect to such illness, and/or an examination by an independent physician. Notwithstanding the foregoing, the Superintendent shall have the right to review the medical status of any employee and require such additional documentation as he or she may deem appropriate. In connection with the Superintendent's request for medical documentation, to the extent it is legally required in order to secure the information, such unit member shall execute an Authorization for Release of Health Information pursuant to the Privacy Rule of the Health Insurance Portability and Accountability Act of 1996 (HIPPA) as approved by the New York State Department of Health. In addition, nothing in this Article shall limit the Board of Education's authority under law.

2. Notwithstanding Section A. paragraph 1 of this Article, during the period of July 1, 2003 through June 20, 2006, unit members shall be permitted to continue accumulating sick leave up to a maximum of twenty (20) days for each school year. Absence due to personal illness shall be charged first to such continuing accumulations and second to unlimited sick leave during the term of this Contract. The balance of accumulation of sick leave for each of the remaining years of this Contract (2003 - 2006) shall be paid at the rate of One Hundred Eighty (\$180.00) Dollars per day by the District as follows:

- a.) Twenty-five (25%) percent on or before July 31 of each such year.
- b.) Seventy-five (75%) percent upon retirement from District service under the New York State Teachers Retirement System.

B. Illness or Death in Family

1. Serious illness in the immediate family where personal care by the employee is required, or death in the immediate family - up to fifteen (15) days in any single school year. Immediate family shall be defined as spouse, children, sibling, parents or parents-in-law.

2. When an employee is absent due to serious illness in the immediate family for more than ten (10) consecutive days, or if there is a recurring illness, then the District may require a statement, affidavit or certificate in respect to such illness.

C. Personal Obligations

1. Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day - up to three (3) days per school year.
2. Days of a personal nature are for personal business and for personal obligations such as:
 - a) Legal matters including house closings, income tax hearings, adoption proceedings, court appearances, probating wills, and the like.
 - b) Ceremonies such as family weddings, graduations and religious exercises.
 - c) Moving.
 - d) Emergency family accidents, doctor or hospital visits.
 - e) Funeral of relatives other than immediate family.
 - f) Religious holidays - An employee must notify the immediate supervisor in writing no later than September 15 of all the religious holidays he/she plans to observe during the school year.

DAYS OF A PERSONAL NATURE MAY NOT BE USED FOR PURPOSES OF INVOLVEMENT IN COMMUNITY AFFAIRS, FOR SOCIAL CAUSES OR THE LIKE.

3. For any personal leave, a request must be filed with the immediate supervisor at least five (5) working days in advance, on a form provided by the District. This notice may be waived in the event of an emergency, at the discretion of the Superintendent.
4. In filing the District request form for personal leave, the employee is required to state reasons only under the following circumstances:
 - a) When personal leave is requested for a day or days immediately proceeding or following school holidays or vacations involving fewer than four (4) calendar days. Approval will be granted if the purpose of the personal leave is consistent with the reasons set forth under ARTICLE VIII - C, 2, above.

b) When personal leave is requested for a day or days during the three day period preceding or following school holidays or vacations involving four (4) or more calendar days of the summer vacation. The immediate supervisor may not approve any request for personal leave. All such requests shall be reviewed by the employee's immediate supervisor and the Superintendent, with approval granted only at the discretion of the Superintendent of Schools.

c) The District shall also require employees to state reasons for personal leave of absence when there is factual support or strong evidence that the leave is not being used for personal business and personal obligations as defined under ARTICLE VIII - C, 2, above.

D. Jury Duty

1. Employees required to serve jury duty shall be paid full salary during the period of such service.

2. An employee will remit to the District the total per diem jury duty fees paid for jury service, less allowance for subsistence.

E. Bereavement

Each unit member shall be permitted up to three (3) days absence for bereavement for the loss of a spouse, child, brother, sister, parent or grandparent, which shall not be counted against days accumulated in A.2. above.

ARTICLE IX - PHYSICAL EXAMINATIONS

For the protection of the individual employee, the Association, the students and the community in the operation of these regulations and in accordance with the recommendations of the State Department of Education:

1. Each employee shall receive a complete physical examination, including a skin test for tuberculosis, and submit the results of such examination to the Superintendent of Schools on a form provided by the District prior to the first day of employment. The method used for tuberculin skin testing is the Mantoux technique.

2. A new employee may substitute documentation of the results of a previous tuberculin skin test if this test was performed within the six (6) months prior to the date of presentation and the result was a negative reaction.

3. All persons with a positive tuberculin skin test reaction who have not taken or do not choose to take preventive therapy as prescribed shall be x-rayed annually for two (2) years and thereafter as

determined by the school physician.

4. All persons with negative tuberculin skin test reactions, as well as those with positive reactions who have completed an adequate course of preventive therapy, are exempt from routine periodic tuberculin tests.
5. Subsequent tuberculin tests shall only be required when part of an outbreak control procedure, if recommended or required by the local Department of Health in response to identification of a proven, active case of tuberculosis.
6. In the event that an employee does not desire to have the physical examination referred to in Section 1 or 3 above performed by his/her family physician, the examination will be performed by a school physician at District expense.
7. In accordance with State Education of Law and notwithstanding the above, the Superintendent may require an examination of an employee by a school appointed medical inspector.
8. A written appeal may be made to the Superintendent of Schools for some exceptions to the above regulations.
9. All members of the unit shall be expected to meet the deadline regarding physical examinations. Sick leave privileges will be suspended for all employees neglecting to meet this deadline. Upon compliance, such privileges will be reinstated.

ARTICLE X - LEAVES OF ABSENCE

A. Temporary Leaves of Absence

Any tenured employee may make a written request for a leave of absence without pay for a period of time not to exceed one (1) year. Such leaves may be granted when there are special personal situations which fully involve the employee, but are not permanent in nature, or where special conditions or opportunities require specific time arrangements by the employee. All applications are subject to the approval of the Superintendent and the Board of Education. All requests for a leave of absence shall be submitted not later than ninety (90) days prior to the commencement date of such leave. In the event of an emergency situation, this prior notice requirement may be waived by the Superintendent. The commencement and expiration date of any approved leave shall be fixed by the Board of Education.

Any individual on leave will be responsible for the full payment of premiums or other obligations for fringe benefits to which he/she is entitled. The employee is not entitled to retirement credit nor eligibility for health insurance, which may be continued by the employee paying the full premium. The provisions of the Absence Without Loss of Pay do not apply to any employee while

on leave of absence without pay. Not later than ninety (90) days prior to the expiration date of a leave of absence, the employee shall submit a letter to the Superintendent's Office indicating his/her intention to return or announcing his/her resignation as an employee.

B. Child Care Leave

Upon written request submitted at least ninety (90) days before such leave would commence, unit members will be granted a leave of absence, without pay, not to exceed two (2) years duration, for the care of a newly-born infant or adopted child. The time on leave shall not apply to any longevity career increment calculations, nor shall the unit member be entitled to retirement credit during the time on leave.

Such leave shall be without pay or other employee benefits except that unit members may, at their own cost and expense, continue as enrolled members of the District's health insurance plan. Such leave shall terminate at the beginning of the school year; provided, however, that if a unit member desires to return from a child care leave before such leave is scheduled to terminate, the unit member may make such request in writing to the Superintendent of Schools, provided such request is submitted no later than March 1 of the school year immediately prior to the beginning of the school year when such leave is scheduled to terminate. All requests for early return are subject to approval by the Board of Education, upon the recommendation of the Superintendent of Schools.

ARTICLE XI - PERSONNEL FILE

Except for confidential pre-employment materials, no material which is derogatory to an employee's conduct, service character or personality will be placed in his/her personnel file unless the employee receives a copy of such material. The employee will acknowledge receipt of such material within twenty-four (24) hours by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. Within ten (10) school days, the employee shall also have the right to submit a written answer to such material, and his/her answer shall be sent to the Central Office and attached to the file copy. An employee may receive or make a copy of any item in his/her personnel file, exclusive of confidential pre-employment material. An employee may examine his/her personnel file, exclusive of pre-employment material, upon advance notice to the Assistant Superintendent for Personnel.

ARTICLE XII - GRIEVANCE PROCEDURES

A. Purpose:

It is the declared objective of both parties to encourage the prompt and informal resolution of differences as they arise, and before recourse to the formal procedures described herein.

B. Definitions:

1. Grievance - shall mean any dispute between the parties concerning the interpretation or application of terms and conditions as set forth in this Agreement.

2. Grievant - shall mean any employee represented by the unit, the Association of Lawrence Administrators itself, or the Superintendent of Schools, any of whom shall be deemed an aggrieved party.

3. Immediate Supervisor - shall mean the administrative or supervisory staff member to whom the aggrieved employee is immediately responsible.

4. Association Representative - shall mean a member of the ALA Grievance Committee.

C. Submission of Grievance

1. A grievance submitted by an employee shall not be processed beyond Stage III without the written approval of ALA.

2. The Superintendent of Schools shall present grievances to the President of the Association.

3. By joint written agreement of the parties, any or all of the steps in the procedure, prior to arbitration, may be omitted.

4. A grievance shall be deemed waived unless it is submitted formally within ten (10) working days after an aggrieved party knew, or should have known, of the events or conditions on which it is based.

5. All grievances submitted in writing which are not resolved by June 30 shall be postponed until the following school semester.

6. An aggrieved party may be represented at any or all stages of the formal grievance procedure by representatives selected by the grievant or the Association, not to exceed a total of two (2).

D. Procedures

Stage I (Informal) - Immediate Supervisor

A grievance shall be submitted to the immediate supervisor. The parties shall attempt to resolve the grievance informally at this level within ten (10) school days.

Stage II (Formal) - Immediate Supervisor

If the grievant is not satisfied with the response received at Stage I, or no response is received within ten (10) school days, the grievant may within ten (10) school days thereafter reduce the grievance to writing and submit same to his immediate supervisor. Such writing shall include the provision of this Agreement involved, the time when and the place where the alleged events or conditions constituting the grievance arose and the proposed remedy sought. The party to whom such written grievance is submitted shall respond in writing within ten (10) school days after receipt of the grievance.

Stage III - Superintendent of Schools

If the grievant is not satisfied with the response received at Stage II, or if no response is received within ten (10) school days, the grievant may within ten (10) school days thereafter submit a copy of the written grievance, together with any response received at Stage II, to the Superintendent of Schools. The Superintendent of Schools, or his designee, shall make a determination in regard to the grievance and transmit his/her written decision thereon to the grievant within fifteen (15) school days thereafter. In the course of deciding the grievance, the Superintendent of Schools, or his designee may hold such meetings or conferences as he deems necessary.

Stage IV - Arbitration

If not satisfied with the response received at Stage III, the Association may within fifteen (15) school days thereafter submit the grievance to arbitration in accordance with the rules of the American Arbitration Association. The arbitrator shall issue a written determination and award to the parties not later than thirty (30) days from the close of the hearing(s). The award of the arbitrator shall set forth the findings of fact and conclusion, and shall be binding upon the parties. The arbitrator shall have no power to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement, nor shall he/she have the power to alter, add to or detract from the provisions of this Agreement.

The cost for the services of the arbitrator will be borne equally by the parties.

ARTICLE XIII - GENERAL GUARANTEES

A. This Agreement shall apply to all employees included within this unit and shall pertain to and bind each employee without regard to whether or not they are members in good standing of the Association.

B. It is not intended that either party has waived any rights, duties or responsibilities, as provided by law, as a result of any part of this Agreement.

C. None of the subjects of this Agreement, or any other subject not covered by this Agreement, shall be open for negotiations during the life of this Agreement or the duration of its specified clauses except by actual agreement of the District and Association. Except as expressly provided otherwise by the Agreement, the determination and administration of school policy, rules, regulations and the operation of the schools are vested exclusively in the Board of Education.

D. Should any provision of this Agreement be found in violation of a Federal, State or local law or ordinance by the court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement

E. The District may establish rules and regulations to the extent that they are not violative of the terms of this Agreement.

F. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XIV - DURATION OF AGREEMENT

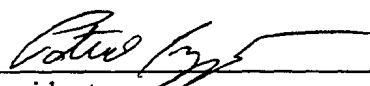
This Agreement shall be effective for the period July 1, 2006 through June 30, 2010.

IN WITNESS WHEREOF, the parties have executed this Agreement this 30 day of June, 2006.

BOARD OF EDUCATION OF UNION FREE SCHOOL DISTRICT NO. 15,
TOWN OF HEMPSTEAD

By: 
President

Association of Lawrence Administrators

By: 
President

ALA SALARY CHART							
	ELEM.	MS	HS	HS ASST.	MS ASST.	ED. SUPT.	
	1.0275 PRINS	PRINS.	PRINS.	PRINS.	PRINS.	STAFF	DEAN
STEP	06/07	06/07	06/07	06/07	06/07	06/07	06/07
A.	94,248	101,992	106,364	88,763	84,227	91,174	76,552
B.	99,386	107,129	111,501	93,900	89,365	96,312	81,689
C.	101,955	109,698	114,070	96,469	91,934	98,880	84,258
1	107,659	115,635	120,138	102,009	97,338	104,492	89,431
2	108,736	116,791	121,339	103,028	98,312	105,536	90,324
3	109,823	117,959	122,552	104,059	99,295	106,592	91,228
4	110,921	119,138	123,779	105,100	100,287	107,659	92,141
5	112,030	120,329	125,016	106,151	101,291	108,736	93,063
6	113,150	121,533	126,266	107,212	102,303	109,823	93,993
7	114,281	122,749	127,528	108,284	103,327	110,921	94,933
8	115,425	123,976	128,804	109,367	104,360	112,030	95,883
9	116,580	125,216	130,092	110,461	105,403	113,150	96,840
10	117,745	126,468	131,393	111,565	106,458	114,281	97,810
11	118,922	127,732	132,707	112,682	107,522	115,425	98,788
12	120,111	129,010	134,035	113,807	108,597	116,580	99,776
13	121,312	130,300	135,374	114,946	109,684	117,745	100,773
14	122,526	131,602	136,729	116,096	110,779	118,922	101,781
15	123,752	132,919	138,095	117,257	111,888	120,111	102,799
16	124,988	134,248	139,476	118,429	113,007	121,312	103,827
17	126,239	135,590	140,870	119,613	114,137	122,526	104,865
18	127,501	136,947	142,280	120,809	115,279	123,752	105,914
19	128,776	138,316	143,703	122,018	116,431	124,988	106,974
20	130,063	139,699	145,140	123,238	117,595	126,239	108,042
21	131,364	141,096	146,591	124,470	118,771	127,501	109,122
22	132,678	142,506	148,057	125,715	119,959	128,776	110,214
23	134,004	143,932	149,537	126,972	121,158	130,063	111,317
24	135,345	145,371	151,033	128,240	122,370	131,364	112,429
25	136,698	146,826	152,543	129,524	123,593	132,678	113,554
26	138,066	148,294	154,069	130,820	124,831	134,004	114,689
27	139,445	149,777	155,608	132,128	126,078	135,345	115,836
28	140,840	151,275	157,165	133,448	127,338	136,698	116,995
29	142,248	152,787	158,738	134,783	128,612	138,066	118,165
30	143,671	154,316	166,738	136,131	129,899	141,002	119,346

ALA SALARY CHART

	ELEM.	MS	HS	HS ASST.	MS ASST.	ED. SUPT.	
	1.0275 PRINS	PRINS.	PRINS.	PRINS.	PRINS.	STAFF	DEAN
STEP	07/08	07/08	07/08	07/08	07/08	07/08	07/08
A.	96,840	104,796	109,289	91,204	86,544	93,681	78,657
B.	102,119	110,075	114,568	96,482	91,822	98,960	83,936
C.	104,758	112,715	117,207	99,122	94,462	101,600	86,575
1	110,620	118,815	123,441	104,814	100,015	107,366	91,891
2	111,726	120,003	124,676	105,861	101,015	108,439	92,808
3	112,843	121,202	125,923	106,921	102,026	109,523	93,737
4	113,971	122,414	127,182	107,990	103,045	110,620	94,675
5	115,111	123,638	128,454	109,070	104,076	111,726	95,622
6	116,262	124,875	129,738	110,160	105,116	112,843	96,578
7	117,424	126,124	131,035	111,262	106,169	113,971	97,544
8	118,599	127,385	132,347	112,374	107,230	115,111	98,520
9	119,785	128,659	133,670	113,498	108,302	116,262	99,503
10	120,983	129,946	135,007	114,633	109,385	117,424	100,499
11	122,192	131,245	136,356	115,780	110,478	118,599	101,505
12	123,414	132,558	137,721	116,937	111,583	119,785	102,520
13	124,648	133,884	139,097	118,107	112,700	120,983	103,545
14	125,895	135,221	140,489	119,289	113,826	122,192	104,580
15	127,155	136,575	141,892	120,481	114,965	123,414	105,626
16	128,425	137,940	143,312	121,686	116,115	124,648	106,682
17	129,711	139,319	144,744	122,903	117,275	125,895	107,749
18	131,008	140,713	146,193	124,131	118,449	127,155	108,826
19	132,318	142,119	147,655	125,373	119,633	128,425	109,916
20	133,640	143,541	149,131	126,627	120,829	129,711	111,013
21	134,977	144,976	150,622	127,893	122,038	131,008	112,123
22	136,326	146,425	152,128	129,172	123,258	132,318	113,245
23	137,689	147,890	153,650	130,464	124,490	133,640	114,378
24	139,067	149,369	155,187	131,767	125,735	134,977	115,521
25	140,457	150,864	156,738	133,086	126,992	136,326	116,677
26	141,862	152,372	158,306	134,417	128,264	137,689	117,843
27	143,279	153,896	159,888	135,761	129,545	139,067	119,021
28	144,713	155,435	161,487	137,118	130,840	140,457	120,213
29	146,160	156,989	163,103	138,490	132,149	141,862	121,415
30	147,622	158,559	171,323	139,874	133,471	144,880	122,628

ALA SALARY CHART

	ELEM.	MS	HS	HS ASST.	MS ASST.	ED. SUPT.	
	1.0275 PRINS	PRINS.	PRINS.	PRINS.	PRINS.	STAFF	DEAN
STEP	08/09	08/09	08/09	08/09	08/09	08/09	08/09
A.	99,503	107,678	112,294	93,712	88,923	96,258	80,820
B.	104,927	113,102	117,718	99,136	94,347	101,682	86,244
C.	107,639	115,814	120,430	101,848	97,059	104,394	88,956
1	113,662	122,082	126,836	107,696	102,765	110,319	94,418
2	114,799	123,303	128,105	108,773	103,793	111,421	95,361
3	115,946	124,536	129,386	109,861	104,831	112,535	96,315
4	117,105	125,781	130,680	110,960	105,879	113,662	97,279
5	118,276	127,038	131,987	112,069	106,938	114,799	98,252
6	119,459	128,309	133,306	113,190	108,007	115,946	99,234
7	120,653	129,593	134,639	114,322	109,088	117,105	100,227
8	121,860	130,888	135,986	115,464	110,179	118,276	101,229
9	123,080	132,198	137,346	116,620	111,280	119,459	102,240
10	124,310	133,519	138,719	117,786	112,393	120,653	103,263
11	125,553	134,854	140,106	118,964	113,517	121,860	104,296
12	126,808	136,203	141,508	120,153	114,652	123,080	105,339
13	128,076	137,565	142,922	121,355	115,800	124,310	106,392
14	129,357	138,940	144,352	122,569	116,956	125,553	107,456
15	130,652	140,331	145,794	123,795	118,126	126,808	108,531
16	131,957	141,734	147,253	125,032	119,308	128,076	109,616
17	133,278	143,150	148,725	126,282	120,501	129,357	110,712
18	134,610	144,583	150,213	127,545	121,706	130,652	111,819
19	135,956	146,027	151,716	128,821	122,923	131,957	112,938
20	137,315	147,488	153,232	130,109	124,152	133,278	114,066
21	138,688	148,963	154,765	131,410	125,394	134,610	115,207
22	140,075	150,452	156,312	132,724	126,647	135,956	116,359
23	141,476	151,957	157,875	134,052	127,914	137,315	117,523
24	142,891	153,476	159,454	135,391	129,193	138,688	118,698
25	144,320	155,012	161,048	136,746	130,484	140,075	119,885
26	145,764	156,562	162,660	138,114	131,791	141,476	121,084
27	147,220	158,128	164,284	139,495	133,107	142,891	122,294
28	148,693	159,709	165,928	140,889	134,438	144,320	123,518
29	150,180	161,306	167,588	142,298	135,783	145,764	124,754
30	151,681	162,920	176,035	143,721	137,141	148,864	126,000

ALA SALARY CHART

	ELEM.	MS	HS	HS ASST.	MS ASST.	ED. SUPT.	
	1.0295 PRINS	PRINS.	PRINS.	PRINS.	PRINS.	STAFF	DEAN
STEP	09/10	09/10	09/10	09/10	09/10	09/10	09/10
A.	102,439	110,855	115,607	96,476	91,547	99,097	83,204
B.	108,023	116,439	121,191	102,060	97,131	104,681	88,788
C.	110,815	119,231	123,983	104,852	99,923	107,473	91,580
1	117,015	125,684	130,578	110,873	105,797	113,573	97,203
2	118,185	126,940	131,884	111,981	106,855	114,708	98,174
3	119,367	128,209	133,202	113,102	107,924	115,855	99,156
4	120,560	129,491	134,535	114,233	109,003	117,015	100,149
5	121,766	130,786	135,880	115,375	110,093	118,185	101,150
6	122,983	132,094	137,238	116,529	111,193	119,367	102,162
7	124,213	133,416	138,610	117,694	112,306	120,560	103,183
8	125,455	134,750	139,998	118,871	113,430	121,766	104,215
9	126,710	136,097	141,398	120,060	114,563	122,983	105,256
10	127,977	137,458	142,811	121,260	115,709	124,213	106,309
11	129,256	138,833	144,239	122,474	116,865	125,455	107,373
12	130,548	140,221	145,682	123,697	118,034	126,710	108,447
13	131,854	141,624	147,138	124,935	119,216	127,977	109,531
14	133,173	143,039	148,610	126,185	120,406	129,256	110,626
15	134,506	144,470	150,095	127,447	121,611	130,548	111,733
16	135,850	145,915	151,597	128,721	122,828	131,854	112,850
17	137,209	147,373	153,112	130,008	124,055	133,173	113,978
18	138,581	148,848	154,644	131,307	125,297	134,506	115,118
19	139,967	150,335	156,191	132,621	126,549	135,850	116,270
20	141,366	151,839	157,752	133,947	127,815	137,209	117,431
21	142,780	153,357	159,330	135,286	129,093	138,581	118,605
22	144,208	154,890	160,923	136,639	130,383	139,967	119,792
23	145,649	156,440	162,532	138,006	131,687	141,366	120,990
24	147,106	158,004	164,158	139,385	133,004	142,780	122,200
25	148,577	159,585	165,799	140,779	134,333	144,208	123,422
26	150,064	161,181	167,458	142,188	135,679	145,649	124,656
27	151,563	162,792	169,131	143,610	137,034	147,106	125,902
28	153,079	164,421	170,823	145,045	138,404	148,577	127,162
29	154,610	166,064	172,532	146,496	139,788	150,064	128,434
30	156,156	167,726	181,228	147,961	141,187	153,256	129,717

